



F+F Mechanical

S.B. 468, An Act Concerning the Commission on Human Rights and Opportunities

March 23, 2016

Committee on Judiciary

Founded in 1982, F+F Mechanical Enterprises, Inc. (F+F Mechanical) is a full service commercial mechanical contractor with extensive experience in providing mechanical installations for a variety of public and private commercial and institutional entities throughout the State of Connecticut. Public projects that have been recently completed include the UCONN Ambulatory Care Center in Farmington, Gateway Community College in New Haven and the DOT Bus Maintenance Facility in Hamden. We employ approximately 150 employees comprising of office professionals, plumbers, pipefitters and sheet metal workers.

F+F Mechanical strongly supports the provision in S.B. 468 that would require the Commission on Human Rights and Opportunities (CHRO) to review and formally approve, conditionally approve or disapprove the content of a contractor's affirmative action plan not later than ninety days following the date of submission of the plan to the commission. If the executive director or the executive director's designee fails to act on the plan within 90 days, the plan shall be deemed to be approved.

F+F Mechanical has firsthand experience with interacting with CHRO on contractor affirmative action plans. The process has proven to be time consuming, and confusing, unlike the affirmative action plan administered by the Department of Transportation. In many instances, our plans went unreviewed and unapproved until well after the project was substantially complete. As was the case with the UCONN Ambulatory Care project, and an elementary school at Goodwin College. We are also fearful that the delays in the affirmative action plans will be magnified by extending the CHRO set-aside requirements to all municipal projects or to those funded by quasi-public entities.

As a contractor, we take many factors into consideration on whether we should bid a project, or pass on a project. We have reached a point that we will reluctantly forgo bidding a project with CHRO requirements, given the amount of effort required to administer the plan internally, coupled with the fact that an additional 2% of our retainage will be withheld indefinitely; where in many cases, when adding the statutory retainage requirements for a project, we end up financing the project.

By establishing a firm retainage release policy in case CHRO does not act on an affirmative action plan within 90 days, this bill would go a long way toward providing much-needed financial relief, and the ability to quantify the amount of resources and effort it will take to internally administer a plan.

Thank you for your consideration regarding this issue. Please contact Frank Ferrucci, Vice President, F+F Mechanical Enterprises, Inc. at 203-239-7025, or at frank.ferrucci@ffmechanical.com if you have any questions or if you need additional information.

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